
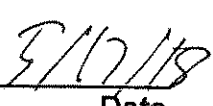
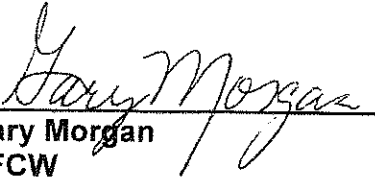
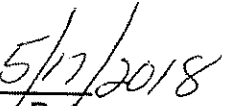


Letter of Agreement
Between
Northern Pines Medical Center and
UFCW Local 1189

Subject matter: 2018 Wage Reopener

Upon successful ratification by the bargaining unit, employees will receive a two percent (2.0%) across the board wage increase, effective July 1, 2018.

			
<hr/> Willie Paul Essentia Health	Date	<hr/> Gary Morgan UFCW	Date

7/1/2018 - 7/1/2018

UFCW - Tech 2% ATB **Start** **1 Year** **2 Year** **3 Year** **4 Year** **5 Year** **6 Year** **7 Year** **10 Year** **12 Year** **15 Year** **20 Year**

7/1/2018 - INCUMBANTS ONLY

Lab Tech	\$19.06	\$19.44	\$19.83	\$20.23	\$20.63	\$21.04	\$21.46	\$21.89	\$23.22	\$24.14	\$25.43	\$25.94
Dept Head (Operator)	\$20.17	\$20.98	\$21.82	\$22.26	\$22.72	\$23.12	\$23.59	\$24.09	\$24.57	\$25.07	\$25.57	\$26.35
Rad Tech	\$22.27	\$22.72	\$23.17	\$23.62	\$24.09	\$24.65	\$25.07	\$25.57	\$27.41	\$28.53	\$29.94	\$30.55
Pharmacy Tech	\$16.22	\$16.51	\$16.85	\$17.19	\$17.53	\$17.90	\$18.25	\$18.60	\$19.76	\$20.53	\$21.81	\$21.92
Lab Spv (Charge)	\$24.42	\$25.27	\$26.14	\$26.61	\$27.05	\$27.52	\$28.00	\$28.51	\$29.01	\$30.04	\$30.64	\$30.81
CT / Ultrasound	\$27.50	\$28.05	\$28.61	\$29.18	\$29.76	\$30.36	\$30.97	\$31.59	\$33.73	\$35.02	\$37.03	\$37.77
UFCW - Tech 2% ATB	Start	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	10 Year	12 Year	15 Year	

7/1/2018 - NEW HIRES ONLY

Lab Tech	\$19.06	\$19.44	\$19.83	\$20.23	\$20.63	\$21.04	\$21.46	\$21.89	\$23.22	\$24.14	\$25.43	
Rad Tech	\$22.27	\$22.72	\$23.17	\$23.62	\$24.09	\$24.65	\$25.07	\$25.57	\$27.41	\$28.53	\$29.94	
Pharmacy Tech	\$16.22	\$16.51	\$16.85	\$17.19	\$17.53	\$17.90	\$18.25	\$18.60	\$19.76	\$20.53	\$21.81	
CT / Ultrasound	\$27.50	\$28.05	\$28.61	\$29.18	\$29.76	\$30.36	\$30.97	\$31.59	\$33.73	\$35.02	\$37.03	